

PRO::ICT DATABASE EXAMPLES

PRO::ICT GENDER-SENSITIVITY TRAINING – ONLINE COURSE

In three e-learning modules change agents can learn how to introduce gender-sensitivity in their daily working environment. This sensitivity training is based on a collaborative e-learning approach and invites participants to reflect on their personal experiences.

The course is moderated by experienced gender researchers and career coaches. The main objectives are:

- to raise awareness on the importance of promoting women to ICT professions,
- to debunk some of the myths of women in ICT and
- to provide background material on career guidance for females seeking an ICT career.



More information at: edumedia@salzburgresearch.at

STATEMENTS OF TEST USERS

“It was really cool. We learned something about jobs and that there are a lot of jobs, we never heard about and didn’t give any attention before.”

Students Workshop, Austria

“Especially the virtual material is interesting and encouraging, to see women in leadership positions in ICT. To see that women are not just working with computers, but also involved in project management as well.”

Teacher Workshop, Netherlands

“I would recommend the collection, because it is an important topic. The PRO::ICT platform has a broad range of material to motivate female students to seek a career path in ICT.”

Youth Trainer Workshop, Austria

“The PRO::ICT project is a very innovative project. I do not know something comparable”

Vocational Counsellor, Bulgaria

“The PRO::ICT training material is appealing for young women and inspiring for older women as well!”

Human Resource Manager Workshop, Denmark

PROJECT PARTNERS

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FEMALE STUDENTS CAN MAKE IT IN ICT!

PRO::ICT
Promoting ICT to Female Students



PRO::ICT A EUROPEAN PROJECT



PRO::ICT is a European project that develops and tests an innovative approach to increase female participation in Information and Communication Technologies (ICT) related education.

PROFESSIONAL SUPPORT FOR CHANGE AGENTS

The European ICT industry is characterised by a deep gender imbalance in which only about 15% of jobs are occupied by female employees. This situation will only change, if young women are professionally supported by various change agents.

PRO::ICT provides supportive advice and best practise solutions in particular for parents, teachers at schools and colleges, youth trainers, job counsellors and human resource managers.

Using PRO::ICT training material educates teaching professionals towards gender sensitive teaching, training, coaching and consulting of female students seeking an ICT career.

THE TRAINING MATERIALS INCREASING FEMALE PARTICIPATION IN ICT

The PRO::ICT web-based database offers:

- Self Assessment Tools
- Workshop Programmes
- Online Courses
- Handbooks & Guidelines
- Case Studies

to raise awareness of the gender imbalance and promote opportunities for female students in the ICT job market.

WWW.PRO-ICT.NET

The PRO::ICT website provides free access to various non-commercial tools developed to professionalize training and consulting activities in the support of planning female career paths in the ICT sector. Users can navigate in the database using the intuitive search mask.

Personality Type	ICT Job Profile	Match
Realistic	ICT Job Profile 1	High
Investigative	ICT Job Profile 2	Medium
Artistic	ICT Job Profile 3	Low
Social	ICT Job Profile 4	Medium
Enterprising	ICT Job Profile 5	High
Conventional	ICT Job Profile 6	Medium

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PRO::ICT CAREER PATH TOOL



Foto: Alcatel SEL AG

The PRO::ICT Career Path Tool is a self assessment tool which matches young women with their ideal ICT job profile. It is based on the Career Development theory of John Holland who suggested that people tend to choose a career that is reflective of their personality. He classified these personality types and work environments into six types which he labelled as realistic, investigative, artistic, social, enterprising, and conventional. He suggests that the closer the match of personality with the job, the greater the satisfaction.

Based on the results of the questionnaire the user is matched with ICT job types that she/he is best and least suited to, according to the defined basic personality type.

The Career Path Tool is available in English, German, Dutch and Danish. The ICT job profiles are specific to their respective national job market.

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PRO::ICT ROLE MODEL WORKSHOP

Role models have an important impact on the career of young women. The material offers a collection of different interviews, posters, games and stories, which provides insights in career development, activities, working areas and different career paths of women working in ICT industry.



Foto: FH Salzburg - Studiengang ITS

ACTION TOOL

So-called active learning methods are attractive to female students. But the application of active learning methods alone does not contribute to the increased appeal of technical education for female students. There must also be attention placed on creating favourable preconditions for female students. The ACTION tool measures the quality of education and suggests improvements, as well as highlight gender issues.

The method has been developed by VHTO in cooperation with ten universities of professional education and was adapted by the PRO::ICT project.